

## Gender Pay Gap Reporting 2020

### New College, Oxford

New College, Oxford employs over 250 people and is thus required to publish its gender pay gap statistics under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. New College aims to provide an inclusive environment that embodies its commitment to equality and diversity. We are confident that men and women are paid the same for doing the same job at New College.

The gender pay gap is defined as the difference between the mean or median hourly rate of pay that male and female employees receive. The mean pay gap is the difference between average hourly earnings of men and women. The median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women. The mean and median hourly wage gaps at New College are 24% and 5% respectively. It is important to note that the median is not affected by a small proportion of extremely large or low values in the population of data. New College employs a large number of “out-tutors”, who provide ad-hoc teaching for undergraduates and for a small number of visiting students. The payment rate for out-tutors working with visiting students is significantly higher than the average tuition rate. In this reporting period, the majority of visiting students were taught in groups led by male tutors, which raised the hourly rates considerably. The gender pay gap is considerably affected by this small proportion (<5) of male out-tutors working with visiting students. If we exclude these handful of extreme values, the mean gap reduces significantly to as low as 15%.

The gender gap in bonuses is calculated as the difference between the average annual bonus payments between male and female employees who were paid a bonus. The mean and median bonus gaps for New College are 9% and 50% respectively. This means that the set of data contains a long series of low values pulling the average down, much more than the median. Therefore, the gender difference in bonuses lies in the fact that many low bonuses are paid to women employed in the Domestic department, whereas a smaller number of higher value bonuses are paid in the Lodge and Kitchen departments, which have a much higher proportion of male colleagues, and the latter are full time roles as opposed to the domestic roles being part-time. In recent years both the Lodge and Kitchen have attracted female staff. New College has also made a proactive approach to the salary structure in the Domestic department i.e., offering higher hourly rate instead of the current bonus scheme. All current staff in this department have been offered the new structure which they are invited to opt into. New College is currently advertising for a full-time cleaner under this salary structure which we hope will broaden the applications received.

New College continued to strive to recruit women into senior administrative roles and into traditionally “male” departments (e.g., IT). We are pursuing this through several means including an Equality and Diversity strategy and by expecting members of appointment panels to undergo unconscious bias training and being proactive to ensure a diverse applicant pool. Six Governing Body Fellows were recruited in the academic year 2020-21, and New College is pleased to report that 50% of those Fellows are women.

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**Results for 2020** (reported in 2021)

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<b>Mean Gap</b>	<b>Male (£)</b>	<b>Female (£)</b>	<b>Gap (%)</b>
Hourly Rate	26	20	24
Bonus	174	158	9
<b>Median Gap</b>	<b>Male (£)</b>	<b>Female (£)</b>	<b>Gap (%)</b>
Hourly Rate	19	18	5
Bonus	1008	504	50
<b>Proportion</b>	<b>Male (%)</b>	<b>Female (%)</b>	
Q4 Upper quartile	64	36	
Q2 Upper middle quartile	51	49	
Q3 Lower middle quartile	56	44	
Q1 Lower quartile	42	58	
<b>Proportion receiving bonus</b>	<b>Male (%)</b>	<b>Female (%)</b>	
	15	21	

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